



Proclamation

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the effects of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women in Hawai'i working full time in 2018 typically earned 71 percent of what men earned, indicating insufficient change or progress in pay equity; and

WHEREAS, unequal pay means women have less income to save for retirement and less income counted toward Social Security or pension benefits; and

WHEREAS, nearly four in ten mothers are the primary breadwinners in their household, and nearly two-thirds are primary or significant earners, making pay equity critical to a family's economic security; and

WHEREAS, the annual "Fight for Pay Equity: A State Road Map for Hawai'i" by the American Association of University Women suggests legislative fixes for pay equity; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardships in both the private and the public sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Thursday April 2, 2020 is the end date of extra months in 2020 a woman must work in order to earn the same wages that a man earned in 2019; and

THEREFORE I, DAVID Y. IGE, Governor, and I, JOSHUA B. GREEN, Lieutenant Governor of the State of Hawai'i, do hereby proclaim April 2, 2020 as

"EQUAL PAY DAY"

in Hawai'i and urge the citizens of the Aloha State to join us in recognizing the full value of women's skills and the significant contributions they have made to Hawai'i's labor force and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

Done at the State Capitol, in Executive Chambers, Honolulu, State of Hawai'i, this twelfth day of January 2020.

JOSHUA B. GREEN
Lieutenant Governor, State of Hawai'i

DAVID Y. IGE
Governor, State of Hawai'i